



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON HEALTH AND COMMUNITY WELLBEING
Mr Johnathan Davis (Chair), Mr James Milligan MLA (Deputy Chair),
Mr Michael Petterson MLA

Submission Cover Sheet

Inquiry into Recovery Plan for Nursing and Midwifery Workers

Submission Number: 07

Date Authorised for Publication: 14 February 2023

To: [LA Committee - HCW](#)
Subject: Submission re nursing and midwifery workforce or ACT

Dear committee

Thank-you for the opportunity to outline some of the measures I believe will assist ACT Nurses and Midwives into the future.

Increasing places for nursing/midwifery students at Canberra University.

Offering to fund these students with no or minimal HECS debt, as Victoria has recently committed to. Students who are offered 'no HECS' places be required to work in the ACT for at least 2years post grad. ??? Offer this retrospectively.

Ensure that every grad nurse and midwife get a job in their graduate year. Even if this means that ACT Health is 'overstaffed' for a short period of time.

Offer a post grad program for every grad nurse.

Re-design the Bachelor of midwifery degree to make it easier for students to complete their study. Current burden of clinical placements and caseload midwifery cases make it difficult for many to complete their degree.

Recruiting RN's to work in postnatal wards to care for non-maternity patients.

Employing midwifery and nursing students in hospital wards to attend to some non-clinical duties.

Providing clerical support to nurse managers, particularly around recruitment, to allow them to spend more time on clinical issues.

Providing centralised nursing/midwifery recruitment in ACT hospitals to free up nurse managers.

Providing more ward assistants to do non-nursing duties currently carried out by nurses. These duties include cleaning, restocking supplies, tidying store rooms, emptying linen skips, making beds.

Offering financial incentives for older nurses and midwives who may be considering retirement to remain in the workforce.

Offering newly retired nurses/midwives opportunities to mentor and teach new staff.

Considering a nursing/midwifery double degree.

Offering positions for post graduate RN's to complete midwifery whilst employed in maternity units.

Compulsory clinical supervision

Debriefing-compulsory after critical incidents.

Childcare subsidies.

Sent from my iPhone